



GRAINWELL



MORTAR COVINGTON



MADISON DESIGN



OLD KENTUCKY BOURBON BAR



B & E DECORATING CENTER



BLAIR TECHNOLOGY

CITY OF C VINGTON BUSINESS GUIDE

**AUTHENTIC. UNIQUE.
ENERGETIC. QUIRKY.
INNOVATIVE.**

Join the Covington momentum

ACKNOWLEDGMENTS

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GET STARTED TODAY.



Index:

5.....	Welcome from the Mayor
6-12.....	Opening your business: a 10-step guide
13-14.....	Incentives
15.....	Support Services for Start-ups
16.....	Business Retention and Expansion
17.....	Business Support and Advocacy
18-19.....	Community Connections for Volunteer/Corporate Social Responsibility (CSR)



WELCOME BUSINESS OWNERS!

Why does everybody #LoveTheCov?

Because this city is filled with historic spaces, fascinating architecture, a national reputation for being welcoming and inclusive, over 1,000 acres of parks and green space, and a cool urban vibe featuring authentic and quirky restaurants, bars, and retail shops.

It's no wonder that our economic momentum continues to accelerate.

In 2020 alone (even during a pandemic), we announced 2,100 new jobs and \$85.6 million in private investment. We have a blank 23-acre canvas downtown waiting to be filled in. We have revamped our riverfront. We recently attracted seven national and regional headquarters. We have energized "Innovation Alley" with new assistance for small businesses. And we are adding housing of all types and shapes throughout our 19 neighborhoods.

Our vision? Create fascinating places for people to work, live, and recreate – because it is all intertwined.

If you are a new business, welcome to Covington. If you have been here awhile, then "thank you" for your commitment to our local economy. In the lobby of City Hall are two plaques filled with the names of businesses that have been in Covington 50+ years and 100+ years. Those are two very special decorations.

Whether you are a one-person start-up or have hundreds of workers, we are here for you every step of the way – from supporting your employees to finding you a location to growing your business to connecting you with the community. We've created this comprehensive Business Guide to enable both new and long-established businesses to navigate City government and access the resources, tools, incentives, and connections that can help you succeed and grow.

Happy perusing ... and we look forward to connecting with you.



Joseph U. Meyer
Mayor
Covington, Kentucky



OPENING YOUR BUSINESS

A 10-STEP GUIDE

In Covington, your vision can become a reality. Alive and growing in a sustainable way, Covington offers the perfect environment for entrepreneurs and established businesses to prosper in our creative spaces.

Our Business Guide is designed to provide you with helpful information on how to establish your business in 10- steps, resources to maintain and grow your business, support services for the entrepreneur ecosystem, and a list of organizations that businesses can partner with for volunteer opportunities in the community.

STEP 1: LOCATION, LOCATION, LOCATION

>> LOOKING FOR A PROPERTY OR SPACE IN COVINGTON?

Fantastic! We are here to help you find the right space that meets the needs of your business. Check out available commercial properties on our website <https://www.covingtonky.gov/business/opportunities/available-properties> to get started. You can also reach out directly to the Business Attraction Manager at 859-292-2321 or by email at susan.smith@covingtonky.gov, who will be happy to assist. They keep a close eye out on availability and are in contact with our real estate partners in the community.

>> FOUND A PROPERTY OR SPACE YOU LOVE?

Great! We can't wait to welcome you to the neighborhood. However, before you sign anything, contact the Zoning Administrator, permit@covingtonky.gov, to ensure your business can operate in that location. If everything looks good, we will walk you through the next steps to help you open your business.



TIP As a new business, we recommend leasing before you dive into the many obligations and cost with property ownership. Two+ year leases are common but consider engaging a broker when negotiating your lease.



JOHN R GREEN



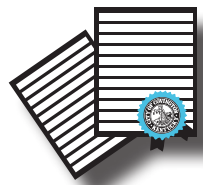
REPUBLIC BANK BUILDING



DUVENECK SQUARE OFFICE BUILDING



2 RIVERS OFFICE BUILDING



PERMITS

STEP 2: ZONING PERMITS

BE IN THE ZONE

Our Zoning Administrator and Historic Preservation Officer work closely together to simplify the process and save time. There is one (1) application for both steps. Let's talk permits first:

All businesses located in the City need to have the proper permits and licenses. The first step is to review any zoning considerations. A Zoning Permit is essential because it confirms that your specific business type and use is appropriate for the location.

The [Neighborhood Development Code \(NDC\)](#) regulates development within the City. It governs land use, building height and density, parking requirements, signage regulations, property uses, and the character of development on private property. The NDC was adopted in October 2020 and replaced the older, outdated code. It offers greater flexibility and a faster permit process.

As mentioned, zoning permits authorize the use of a building or property and also authorize the construction of, or an addition to, a building. You can learn more about a property's zoning designation by visiting www.linkgis.org or <https://arcg.is/0WjKjb0> and searching for the address.

Please submit the Zoning/COA Application and all relevant documents to the Zoning Administrator. Applications are approved or denied within two weeks. (In rare cases, a public hearing may be required, which will take more time). For more information or questions, please reach out to the Zoning Administrator at, permit@covingtonky.gov.



TIP Before you open a convenience store in your garage or convert your office building into an apartment complex, contact us first! Zoning regulations can vary from city to city.



TIP A zoning permit is required before a building permit may be issued by Planning and Development Services of Kenton County or before an Occupational License may be issued by the City's Finance Department to set up as a business entity.



QUESTION:

DO I NEED A ZONING PERMIT?

ANSWER:

YES, ALMOST ALWAYS.

Zoning Permits are required for the following:

- All new construction
- New Signage
- Change of use or tenant in an existing building
- Additions to all existing buildings
- Demolition of all or part of a structure
- Installation of fences
- Creation of off-street parking

SCAN TO APPLY



HOW TO USE?

1. Open smart phone camera.
2. Hold the camera up to the QR code.
3. Tap the notification.

STEP 3:

CERTIFICATE OF APPROPRIATENESS (COA) FOR HISTORIC PRESERVATION

KEEP IT COOL

Like you, we are proud of Covington's history and beauty. It is the goal of our Historic Preservation Office to preserve and share it through our stories, settings, and wonderful architecture. One way we accomplish this is through applying the [Historic Covington Design Guidelines](#) to exterior alterations in designated areas called Historic Preservation Overlays (HPOs). Defined by the City of Covington's Neighborhood Development Code, the purpose of the HPOs is to preserve structures, building, appurtenances, and places that are of basic and vital importance.

If your property is located within a Historic Preservation Overlay (HPO), you will need a COA for any exterior changes to your property. There



is no fee, as long as the application is approved before the work begins. Before you invest too much time or money in your development plans, the Historic Preservation Officer is happy to provide feedback early in the planning stages of a project.



>> HOW DO I KNOW IF MY PROPERTY IS WITHIN A HISTORIC PRESERVATION OVERLAY ZONE (HPO)?

- Check the map at www.linkgis.org or <https://arcg.is/0WjKjb0>.
- Reach out to the Historic Preservation Officer.
- If it is in a HPO Zone, complete and send in the Zoning/COA Application.

>> HOW LONG WILL IT TAKE TO REVIEW MY APPLICATION?

- Application review times vary depending on the type of work. Minor alterations can typically be approved by staff within two weeks.
- If review is needed by the Board of Architectural Review and Development (B.O.A.R.D), additional time may need to be added to your project schedule, as the board meets monthly. Please contact us early to determine if this step is necessary.



TIP Did you know the City offers several incentives to help you renovate and improve your historic property? Take advantage of these programs to help us restore and preserve Covington's historic buildings. For more information, please refer to Incentive section on pages 13-14.



COVINGTON YARD



CORNERSTORE: 2120 EASTERN AVENUE

STEP 4:

APPLY FOR A BUILDING PERMIT

CRANES & FRAMES

We imagine you may be eager to start construction, but before you do, you will need to apply for a building permit through [Planning and Development Services \(PDS\) of Kenton County](#). If you need assistance, we are here to help you identify what steps and forms are necessary based on the scope of your project.

>> BEFORE APPLYING FOR A BUILDING PERMIT, WHAT DO I NEED TO KNOW?

- To prepare the right building permit application and attachments, we recommend that you work with a qualified architect or contractor.
- Be sure that you have attached all plans, drawings and the appropriate application fee. Incomplete applications will only delay your permit, so help us keep your project on schedule!
- For questions regarding the process, please contact either Covington's Zoning Administrator at 859-292-2135 or PDS Building Codes Department at 859-331-8980.
- Mail or drop off application and attachments to:
PDS of Kenton County
1840 Simon Kenton Way, Suite 3400
Covington, KY 41011-2999



STEP 5:

ALCOHOLIC BEVERAGE CONTROL (ABC)

SERVING ALCOHOL

Any business interested in selling any alcoholic beverages within the City of Covington is required to obtain [State](#) and [City Alcoholic Beverage Control \(ABC\) Licenses](#). The cost of the license depends on the type of business and type of alcohol sold. The review process takes up to 30-60 days and must be approved by both City and State ABC offices before a license is issued. For more information, contact the ABC Administrator at CovLegal@covingtonky.gov or call 859-292-2311.



DOING BUSINESS



STEP 6: OCCUPATIONAL LICENSES

>> CITY OF COVINGTON:

An [occupational license](#) is required by any entity or individual that intends to do business in the City. This includes, but is not limited to, landlords, real estate agents, construction workers, and other independent contractors. The occupational license application can be faxed, emailed, mailed, or hand-delivered to 20 W. Pike Street, Covington, KY 41011. The \$50 fee must be remitted along with the application. For more information, please call the [City's Finance Department](#) at 859-292-2180.

>> KENTON COUNTY:

All businesses located within Covington must also file with Kenton County separately. Please visit www.kentoncounty.org for more information, or call the Kenton County Occupational License Office at 859-392-1440.

STEP 7: TAXES

The City of Covington provides a competitive tax structure to give your business the reliable City services and amenities you demand, while keeping your business costs as low as possible.



PAYROLL TAX

Employers in the City of Covington are required to withhold 2.45% on all compensation paid to their employees and remit the amount withheld to the City. The FICA cap applies. If company withholdings are over \$450 per quarter, the company is required to file monthly.



NET PROFITS TAX

The Occupational License Tax is assessed at 2.5% of the net profits from business conducted in the city by a resident or non-resident business, or \$50, whichever is greater. Net Profit cap is \$40,000.



PROPERTY TAX

The City of Covington's real estate tax rate is currently \$0.327 per \$100. The County's and State's real estate taxes are combined at \$1.5176 per \$100.00. (This amount includes the state rate of \$0.1220 per \$100.00). Valuation is 100% of the value on real estate. Tax rates are subject to change.

STEP 8: BECOMING A LANDLORD

RENTAL LICENSE

If you own property and rent it out in the City of Covington, you can now apply online for the City's new rental license – whether you're a landlord who rents property long term or a homeowner seeking to make a little cash using the "Airbnb" model. The online application is part of a comprehensive look at rental housing in Covington that City officials took over the last year to streamline the process for property owners and protect tenants and neighbors. Applications are available directly through the Rental License Portal online in the link (<https://covingtonky.portal.iworq.net/portalhome/covingtonky>), or scan the QR code. For more information, please call the Neighborhood Services Department at 859-292-2167 or email rentallicenses@covingtonky.gov.

SCAN TO APPLY



HOW TO USE?

1. Open smart phone camera.
2. Hold the camera up to the QR code.
3. Tap the notification.



STEP 9: FOOD PERMITS

GRUB IN THE COV

Food establishments in Northern Kentucky are required to have a food service permit and an inspection prior to operating. Establishments that are new or extensively altered must have a plan review prior to construction, alteration, or use of the facility. Applications are available at 8001 Veterans Memorial Drive, Florence, KY 41042. For more information, please contact the Northern Kentucky Health Department's Environmental Division at 859-341-4151 or visit <https://nkyhealth.org/business-or-organization/food-service-operator/>.



FOOD TRUCKS

Mobile Food Vendors will need to apply for an annual permit, costing \$500, that gives them first-come, first-served access to designated areas in the public right of way (i.e. along certain streets) or in City-owned parking lots. Vendors are able to sell food between 6 a.m. and 10 p.m. The number of trucks at any time is be limited to three in any single area.

PREVIOUS NEWS RELEASE: [City loosens rules for 'food trucks'](#)

SCAN TO APPLY

FOR THE
Mobile Food Vending
Services Permit



STEP 10: LET'S TRASH TALK (and by that we mean your solid waste and recycling services)

KEEP THE COV CLEAN, GREEN & BEAUTIFUL



TIP *Do not let the storage of trash and recycling be an afterthought!*

1. All multi-unit buildings and businesses (new construction or substantial rehab) must provide an enclosure for containers and carts on wheels. This can be done within a principal building or accessory structure, or by screening the enclosure on all sides. The enclosure should be secured with an opaque, lockable gate. When designing the structure, remember to consider the following waste streams: landfill trash, recyclables, waste oil, and food waste. Check out the [Neighborhood Development Code Sec. 04.12.4 Screening and Fencing](#) for more information.
2. Commercial end users that produce two or more yards of waste per week are required to use two-, four-, six-, or eight-yard containers for the temporary storage and disposal of their waste and recyclables, unless the dimensions of the parcel cannot accommodate the servicing of a container as determined by the solid waste coordinator. Additionally, anything less than two yards of waste can be managed with the use of carts. (Covington Code of Ordinances [§ 95.020 CONTAINER SERVICES; GENERALLY](#))
3. Go to the Solid Waste & Recycling page of the City's website, www.covingtonky.gov, for information regarding service providers to assist with setting up collection of the following waste streams: landfill trash, recyclables, waste oil, and food waste.
4. Contact the City's Solid Waste and Recycling Division by calling 859-292-4417 to submit your site plans and schedule an on-site assessment.

YOU'RE IN BUSINESS! LET'S CELEBRATE!

We want to celebrate your investment with a ribbon cutting. When you are close to opening, please call the Business Attraction Manager to schedule a ribbon cutting. The Mayor and Commissioners, and City Administration would love to join your business team to celebrate your accomplishment.



INCENTIVES

We offer various incentives programs to encourage growth and development in Covington. The programs are designed to help build your bottom line, improve curb appeal, restore vacant buildings, and encourage job development.



GROW HERE: SMALL BUSINESS PROGRAM

>> RENT SUBSIDY:

Type: Grant

Incentive: Up to \$500 per month reimbursement for 12 months

Target: New Businesses

Details: Reimbursement of rent payment of up to half of the business's monthly rent or \$500 per month (whichever is less) on a 2- year lease or more.

>> FACADE IMPROVEMENT:

Type: Forgivable Loan

Incentive: 50/50 Match

Target: Commercial Property Owners

Details: City will match the investment made by the property owner on a \$1 to \$1 basis up to \$12,000 in total project cost. The maximum total benefit per property is \$6,000.

>> CDBG UPPER FLOOR REHAB FORGIVABLE LOAN:

Type: Forgivable Loan

Incentive: 50/50 Match

Target: Property Owners

Details: Provides eligible property owners up to \$20,000 per unit for the redevelopment of vacant upper-floor space to build Covington's inventory of quality affordable housing. This incentive is available to assist owners of mixed-use buildings.

HISTORIC PRESERVATION TAX CREDIT

Your building may be eligible to receive federal or state tax incentives if you are investing in the rehabilitation and re-use of historic buildings. Tax credits are available for buildings listed in the National Register of Historic Places individually or as part of a historic district. In general, rehabilitation expenses for owner-occupied or commercial buildings must exceed \$20,000. This program is administered by the Kentucky Heritage Council, a state office. If you are planning a substantial renovation of a historic structure, please contact the City's Historic Preservation Officer to learn more about these great programs.

JOB DEVELOPMENT

- Type: Reimbursement
- Incentive: Depends on several factors, including # of jobs, investment, location, etc.
- Target: New & Existing Businesses.
- Details: Provides from 0.50 to 1.25% reimbursement of the City's occupational license fee to eligible existing and new businesses that are creating and retaining jobs. Minimum payroll is \$250,000. There is a \$1,000 application fee.

VACANT PROPERTY

- Type: Reimbursement
- Incentive: Receive 1.25% of taxable payroll created by the employees of a new business to the City of Covington locating to your property. Receive 0.625% of taxable payroll created by the employees of an existing Covington business relocating to your property.
- Target: Developers of commercial and residential properties
- Details: The building must be 50+ years old and at least 51% vacant (as measured by gross floor space) for a period of at least 24 consecutive months at the date of application.

STATE INCENTIVES

The Kentucky Cabinet for Economic Development offers incentives for new and expanding industry, small businesses, and workforce training. Covington Economic Development staff are happy to assist and connect you to the right person at the state.

- For business incentives: [Kentucky Business Incentives and Financial Programs | Kentucky Cabinet for Economic Development](#)
- For training incentives: [Bluegrass State Skills Corporation | Kentucky Cabinet for Economic Development](#)
- Additional resources: [Kentucky Skills Network- companies can receive no-cost recruitment, job placement services, reduced-cost customized training and job incentives.](#)



ON YOUR MARK, GET SET... **START-UP!!!**

Involved communities make it happen. Many companies got their start in a garage or dorm room, why not an alley? Innovation Alley is a block long and is home to the following organizations that support the entrepreneurial ecosystem in The Cov.

GET STARTED: SERVICES FOR YOUR START-UP

>> AVIATRA ACCELERATORS- 114 W. PIKE STREET:

From teaching business basics and offering guidance from mentors and coaches to providing access to capital, Aviatra Accelerators is dedicated to inspiring and supporting female entrepreneurs. For more information, visit Aviatra Accelerators – Women on the Rise or reach out to Nancy Aichholz at admin@aviatra.org.

>> SMALL BUSINESS DEVELOPMENT CENTER (SBDC)- 114 W. PIKE STREET:

SBDC Covington provides one-on-one consultations at no cost to existing and potential entrepreneurs. The SBDC also meets the educational needs of local small business communities by offering a variety of low-cost training programs taught by industry experts and qualified SBDC consultants. Business Coach Lisa Brann, CPA, CGMA is located at the Covington office. For more information, visit <https://www.ksbdc.org/covington> or reach out to Lisa at lisa.brann@uky.edu.

>> MORTAR COVINGTON- 2 W. PIKE STREET:

Mortar's focus is encouraging and supporting underserved populations to participate in the entrepreneurial landscape. The program consists of a 15 -week course, meeting one night a week, to help aspiring and existing entrepreneurs build a sustainable and successful business. For more information, visit [MORTAR Covington — Renaissance Covington](#) or reach out to Jill Schneider, Program Manager, at jill@rcov.org.

>> NKU- THE COLLABORATIVE FOR ECONOMIC ENGAGEMENT- 112 W. PIKE STREET:

Nicknamed "The Collaborative," this one-stop shop with over 20+ partners will facilitate easy connections for small businesses and entrepreneurs to expertise in data analytics, health, tech, logistics, entrepreneurship, and innovation. For more information, reach out to Meg Stephenson, NKU Collaborative for Economic Engagement, at Stephensom3@nku.edu, or 859-572-7877.

>> THE CENTER FOR GREAT NEIGHBORHOODS- 321 W. 12TH STREET:

Serving as a catalyst to build and strengthen communality within Covington neighborhoods, CGN offers several programs to support its efforts. It is located in the historic Hellman Center in West Covington and offers six studios/working spaces for entrepreneurs and small businesses that need a space to get started. For more information, visit www.greatneighborhoods.org or reach out to Sarah at sarah@greatneighborhoods.org.

>> KICKSTART KITCHEN- 1032 MADISON AVENUE:

Do you have a favorite recipe you'd like to share with the world? Looking to start a catering business? Take a look at Kickstart Kitchen, an incubator kitchen offering 5,000 SF of space and equipment located in Covington. It also offers additional services ranging from business strategy to legal and financial advice to help you succeed. For more information, visit kickstartkitchenky.com.

BUSINESS RETENTION & EXPANSION

Once you have opened or moved your business to Covington, we want you to stay! For this reason, the City has a robust Business Retention and Expansion (BR&E) program. Reach out to the Business Retention & Expansion Manager to see how we can help your business grow and thrive in Covington.

GOT GOALS? USE US AS A RESOURCE

>>ADVOCATING FOR YOU:

Things happen, things come up, and you don't always know who to call. Whether your problem is a construction truck blocking an entryway or you have a utility issue, one number is 859-292-2141. The City's BR&E Specialist, sgettys@covingtonky.gov, is your business contact to help find resolutions to keep your business moving forward.

>> GROWING YOUR BUSINESS:

We can connect you to FREE resources on the local, regional and state level to help you identify new sales prospects, perfect your business plan, and even help you export internationally. If you are ready to take your business to the next level, we're here to help.

>> CONNECT WITH TALENT:

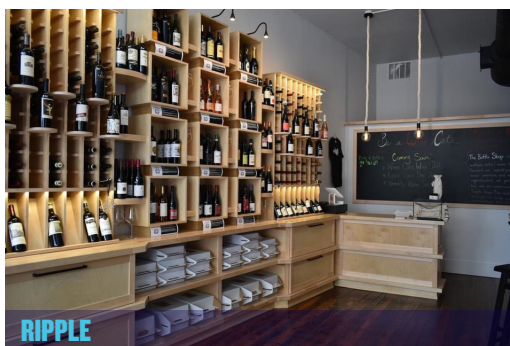
Our region has tremendous resources to help you find and hire employees. If you are looking for talent, or you're not finding workers with the skills you need, let us know! We work with several partner organizations to help employers find and develop the talent pool they need.

>>SUPPORT COVINGTON BUSINESSES:

If you are interested in supporting fellow covington businesses and, in turn, being supported, join our [Covington Contractors list](#). Shop local, we all win!

>>EXPANDING BUSINESSES PROPERTY SEARCH:

If your business is expanding and you are searching for a new space, we want you to stay in Covington! Reach out directly to the Business Retention & Expansion Manager, who is happy to assist. We keep a close eye out on availability and are in contact with our real estate partners in the community. Also, you can check out available commercial properties on our website [City of Covington, KY > Business > Opportunities > Available Properties](#) to get started.





BUSINESS SUPPORT & ADVOCACY

Now that you are here, how can we support the growth of your business? Covington has a host of professional organizations that can take your business to the next level, and help you network with like-minded professionals or participate in Covington's redevelopment.

NETWORKING: BUSINESS ASSOCIATIONS

>> COVINGTON BUSINESS COUNCIL (CBC):

With over 100 events each year, the CBC is a highly active and engaged organization. A variety of programs for its 400+ members are designed to maximize networking opportunities, provide education, and build a positive and thriving business environment in Covington. For more information, visit www.cbcky.com or reach out to Pat Frew, Executive Director, pfrew@cbcky.com.

>> LATONIA BUSINESS ASSOCIATION (LBA):

The LBA has a long history going back to the early 1900s and was revived in 2005. It offers educational and networking opportunities through monthly lunches and community events. One of the most notable events is the Halloween Block party, a long time family-fun Latonia tradition. LBA is run by an all-volunteer board. For more information, visit Latonia Business Association or reach out to latoniabusinessassociation@gmail.com.

>> RENAISSANCE COVINGTON (RCOV):

Renaissance Covington embraces local culture, historic preservation, independent businesses, and creativity throughout its work to fulfill the mission of amplifying the vibrancy of downtown Covington. The organization manages the Covington Farmers Market and MORTAR Covington programs, as well as urban activation programs like the Night Bazaar and free public Wi-Fi. For more information, visit www.rcov.org or reach out to Nick Wade, Executive Director, nickwade@rcov.org.

>> NKY CHAMBER:

A nationally accredited five-star Chamber, it offers support to businesses, small and large, through business navigation, employer solutions, government advocacy, international trade, leadership development, and the women's initiative. For more information, visit Northern Kentucky Chamber of Commerce (nkychamber.com).

COMMUNITY CONNECTIONS

VOLUNTEER/CORPORATE SOCIAL RESPONSIBILITY (CSR)

Looking to partner with a non-profit organization that matches the goals of your CSR Program? There are many organizations in Covington that are in need of your company's expertise or support. Due to several requests, we added this section to our Business Guide to make it easier for Covington businesses to connect with Covington non-profit organizations.



>> AVIATRA ACCELERATORS

Enables women to start and sustain businesses by giving them the resources they need to be successful.

Volunteer opportunities: Subject matter experts to teach courses and workshops; support fundraising events. Contact: Nancy Aichholz, CEO/President at nancy@aviatra.org, <https://aviatraaccelerators.org/>.



>> BAKER HUNT ART AND CULTURAL CENTER:

Volunteers are welcome to help out with special events, office work, gardening, and special projects around campus. For more information, contact Cora Arney at cora@bakerhunt.org or 859-431-0020.



>> BE CONCERNED

Be Concerned is a nonprofit organization composed of two food pantries and thrift stores.

Volunteer opportunities: can involve stocking the pantry, shopping/packing groceries for customers, thrift store donation organization

and customer service. For more information, volunteer schedule is posted at beconcerned.org or Facebook. Contact: Lynda Crossan, Lynda.crossan@beconcerned.org.



>> BEHRINGER CRAWFORD MUSEUM (BCM)

Located in Devou Park, BCM offers a diverse range of volunteer opportunities from educational programming, exhibits, historical/cultural research to summer concerts, annual gala and outside maintenance. For more information, call 859-491-4003 or email info@bcmuseum.org.



COMMUNITY
MONTESSORI

>> COMMUNITY MONTESSORI

Provides affordable education to children from 3 years old to 8th grade. Volunteer opportunities: Provide tours of your businesses, presentations to help educate students, donate to scholarship fund. Contact: Terri Rentrop, Head of School at 859-261-1374 www.mycommunitymontessori.com.



>> COVINGTON PARTNERS

Covington Partners works with schools in Covington to promote positive youth development through collaboration with community stakeholders, including businesses.

Volunteer Opportunities: Work, community, and school base mentoring programs. Contact: Stacie Strotman, Executive Director at stacie.strotman@covington.kyschools.us, www.mycovingtonpartners.org



>> ESPERANZA LATINO CENTER

Volunteers needed to help pack food orders for the food-drive (3rd Wed of the month), teach English to adults and tutor for children. For volunteers who speak Spanish or with intermediate skills looking to practice their Spanish, please inquire to volunteer as a help desk worker. For more information, reach out to Reid Yearwood at reid@esperanzanky.org.

>> HOMEWARD BOUND

Homeward Bound is a 24-hour emergency shelter that provides a safe environment and residential treatment services for runaway, homeless, abused, neglected, and dependent youth ages 11-17. Homeward Bound is the only direct access emergency shelter for youth under 18 in Northern Ky. For more information, reach out to Katie Deno, Brighton Center Volunteer Supervisor at 859-491-8303 x2336 or kdeno@brightoncenter.com.



>> KEEP COVINGTON BEAUTIFUL

KCB's mission is to inspire and educate people to take action

every day to improve and beautify their community environment. We have many regularly scheduled cleanup and beautification events as well as resources to provide should you want to plan your own! For more information, go to www.keepcovingtonbeautiful.com or email info@keepcovingtonbeautiful.com.

Kentucky Career Center

Career Training Employer

>> KENTUCKY CAREER CENTER

The Kentucky Career Center helps individuals achieve economic stability through quality education and employment services. Individuals will receive career coaching, job search, and resume services while being connected to high demand jobs in the region. For more information, reach out to Katie Deno, Brighton Center Volunteer Supervisor at 859-491-8303 x2336 or kdeno@brightoncenter.com.



>> MORTAR COVINGTON

A part of RCOV, Mortar Covington supports entrepreneurship to underserved populations. Volunteer opportunities: Serve as subject matter experts for training classes. Contact: Jill Schneider, Program Director at jill@rcov.org MORTAR Covington — Renaissance Covington.



>> NORTHERN KENTUCKY COMMUNITY ACTION COMMISSION (NKCAC)

Offers tools, training, and support to empower Northern Kentuckians to thrive. Volunteer opportunities: Various opportunities from serving as a mentor for YouthBuild to being a

Storytime Reader for HeadStart Classes. Contact: Kareem Simpson, Manager of Operations at ksimpson@nkcac.org or 859-279-0332 www.nkcac.org.



>> NOTRE DAME URBAN EDUCATION CENTER

Individual or group options to volunteer. Individuals needed to serve as tutors, Art & Craft helpers, or Cultural Enrichment. Groups needed for building projects from painting to landscaping. For more information, www.nduec.org/volunteer-opportunities.



>> READ READY COVINGTON (RRC)

This is a City-wide initiative to improve early literacy throughout Covington and help children become strong readers. Volunteers are always appreciated to host a Storytime, Little Free Library, or a bookshelf. Your business can also partner with us to promote early literacy efforts, share resources with employees and customers or represent your business in our leadership groups. www.readreadycov.com Contact: us at 859-292-2301 or info@readreadycov.com.



>> RENAISSANCE COVINGTON (RCOV)

The RCOV Mission is to amplify the vibrancy of downtown Covington. Volunteer opportunities: Help with various community events supported by RCOV. Contact: Nick Wade, Executive Director at info@rcov.org <http://www.rcov.org/>.



>> WELCOME HOUSE

Welcome House is always looking for individuals and groups who are willing to donate their time to help in their mission of ending homelessness. Volunteer opportunities: Include donation drive, meal donation, and other indirect service opportunities. For more information, visit <https://www.welcomehouseky.org/get-involved/volunteer-opportunities/> or contact Natalie Endres at nendres@welcomehouseky.org.

If you know of any organizations that would like to be added, please reach out to the Business Attraction Manager.



THANK YOU

For being part of The Cov! We are here to serve you and build a sustainable community where people want to live, work, and play.